

SETTLEMENT TERM SHEET

The parties agree to resolve the matter of *Stephenson, et al. v. DCP Enterprises, Inc., et al.*, no. 2:14cv 485, on the following terms, subject to the approval of the Court:

1. DCP shall pay the Named Plaintiffs the amount of \$80,000 to be allocated as directed by the Named Plaintiffs. 1/2 of each payment to each Named Plaintiff shall be characterized as unpaid wages, 1/2 as liquidated damages.

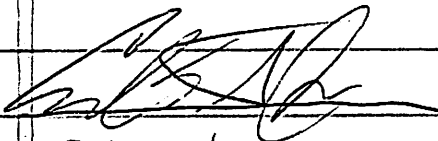
2. DCP shall pay Plaintiffs counsel \$100,000 for fees and costs. The payment shall be paid 1/4 to Bertini Law and 3/4 to James R. Thener, PLLC.

3. DCP shall pay the Opt-In Plaintiffs the amount of \$8,000 to be allocated as directed by the Named Plaintiffs. 1/2 as unpaid wages, 1/2 as liquidated damages.

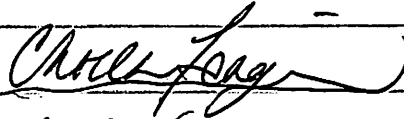
4. The parties shall file a Joint Motion for Approval of the Settlement, to be drafted initially by Plaintiffs' counsel for review by Defendants' counsel on or before November 14, 2016 (to be filed).

5. No admission of liability / wrongdoing.

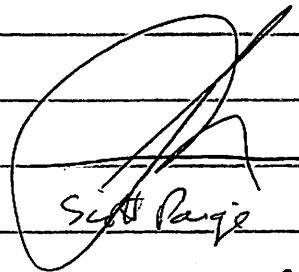
Dated 10/26/16



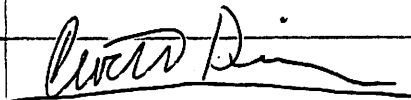
Earl Stephenson



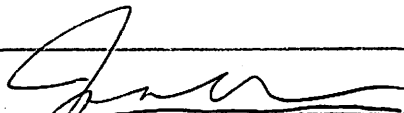
Charles Feagin



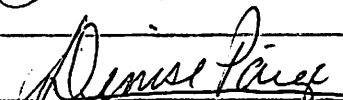
Scott Parjo



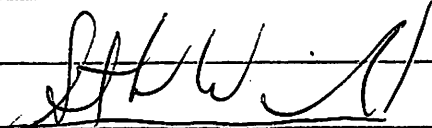
Curtis McKinis



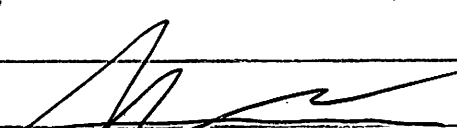
James R. Thener



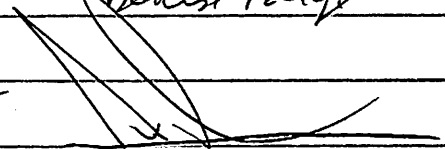
Denise Parjo



Steven Wilson



Lisa Bertini



Anne Bideau